

FURTHER PARTICULARS RELATING TO THE POST OF DIRECTOR: Environmental Learning Research Centre (ELRC) (at the level of Associate Professor or Senior Lecturer)

THE ENVIRONMENTAL LEARNING RESEARCH CENTRE

The Environmental Learning Research Centre, housed within the Department of Secondary and Post-Schooling Education in the Faculty of Education at RU, is a leading international research Centre focusing on environment and sustainability education. It is the home of a vibrant and diverse community of scholars and environmental education practitioners, and forms a regional hub of environmental learning innovation. The center hosts a postgraduate research programme of between 40-60 Master and PhD scholars. It runs a Masters in Education programme on Regenerative African Futures and Education for Sustainable Development, and a leading PhD programme in this field on the African continent. It also teaches an innovative Postgraduate Diploma in Sustainability Learning, and hosts two research Chairs: A Tier 1 DSI/NRF SARCHI Chair in Global Change and Social Learning Systems, and a RU Chair in Environment and Sustainability Education. It enjoys collaborative partnerships with over 50 partners across the world. Through these research and policy partnerships, the centre aims to promote and encourage social scientific methodological innovation to produce knowledge of African education and social-ecological contexts. (see www.ru.ac.za/elrc for further information)

THE DEPARTMENT

The Department of Secondary and Post-School Education (DSPSE) offers qualifications ranging from the Post Graduate Certificate in Education, BED honours programmes with specialisations, masters and doctoral Education qualifications. The DSPSE is home to the Environmental Learning Research Center (ELRC), and affiliated with the Institute for the study of English in Africa (ISEA) and Rhodes University Mathematics Education Program (RUMEP).

THE FACULTY:

The Education Faculty offers a range of qualifications within and across four broad education sectors, namely: higher education; primary and early childhood education; secondary and post-school education; and education, training, and development practices. The Faculty consists of three departments and several affiliated centres and institutes, including the ELRC.

THE UNIVERSITY:

Rhodes University offers academics a collegial environment where its small size contributes to the quality of work life experienced by staff. A nationally recognised Centre of Higher Education Research, Teaching, and Learning (previously the Academic Development Centre). Led by the HoD of Teaching and Learning, CHERTL supports academics in their professional development as teachers. A highly efficient Research and Innovation Office, headed by the Deputy Vice-Chancellor: Research, Innovation, and Strategic Partnerships seeks to assist academics in actively pursuing research

interests. A well-functioning and committed administration system seeks to support the academic endeavor of the University.

New staff are offered the following benefits:

- payment of reasonable relocation expenses by the institution (further details are provided with an offer of employment);
 - transit accommodation for at least six months, possibly up to one year, at reasonable market-related prices, subject to availability of such accommodation;
 - possible transferal of academic leave credits (further details are provided with an offer of employment);
 - competitive medical aid benefits (Rhodes University runs its own in-house medical aid scheme which has resulted in it being able to offer benefits that compare favourably with other service providers at a lower cost price) and an employer contribution of 50% of medical aid costs;
 - competitive pension/provident fund options with an employer contribution of 15%;
 - payment of a thirteenth cheque (further details are provided with an offer of employment);
- and
- housing allowance (further details are provided with an offer of employment).

The University's current remuneration strategy is to pay academics at the 50th percentile (in the middle of the market compared to other HE employers) of the Higher Education market. An offer made to a prospective staff member will seek to ensure parity with current staff members. A measure of flexibility is provided in the final negotiated salary package, which will be agreed upon between the candidate and the Director: Human Resources.

Living in Makhanda and working at Rhodes University offers a number of additional benefits:

- small classes of motivated and in some cases exceptionally talented students;
- supportive environment within the academic department;
- reduced fuel bills;
- proximity to good schools where children can attend as day scholars, see: <http://www.ru.ac.za/jobs/chooserhodes/lifestyle/schoolsingrahamstown>
- proximity to some of the best beaches in the world;
- nearby nature reserves and wilderness areas;
- clean fresh air and a healthy lifestyle;
- a small city with big cultural and academic possibilities;
- generous parental leave benefits, see:

<http://www.ru.ac.za/humanresources/academicstaffmatters/leave/parentalleave>

THE POST INCLUDING ROLES AND RESPONSIBILITIES:

Requirements

All academics are responsible for the dissemination of knowledge (teaching and learning), creation of knowledge (research), and community engagement, recognising that there are differences in the execution of these responsibilities within the various departments and Faculties. Academics are also expected to assume some administrative, management and/or leadership duties at the departmental, Faculty and/or University level.

In addition, a Professor and Associate Professor are required to provide academic leadership in the following areas: teaching and learning; research, and community engagement as well as to contribute

towards the governance of the institution. This leadership contribution of the Professor should be evidenced at the departmental, Faculty, and institutional levels.

It is also acknowledged that academics follow different trajectories in their careers. In considering academics for employment, the totality of what an applicant can contribute to Rhodes will be assessed bearing in mind minimum requirements for certain levels of posts as shown on the next page. Each post level has a number of options/categories listed next to each which reflect the possible intersection of the requirements of the post related to teaching and learning, research, community engagement, professional involvement, and leadership, administration and management.

Applicants are required to meet the criteria for one of these categories for the relevant post level, please refer to the Academic Role Profile document for further information on the categories and the requirements of the different levels.

THE SELECTION PROCESS:

The following selection process will be followed:

- (a) For all applicants applying:
 - An application form.
 - A comprehensive CV and relevant qualifications, including academic transcripts;
 - A substantial motivation which tells us:
 - o Your research trajectory.
 - o Your teaching approach and experience.
 - o The level you are applying for, your interest in the post, and suitability in light of the requirements.

It is essential that prospective candidates read the role profile, further particulars relating to this post, and ensure that all relevant documents are submitted.

- (b) On the basis of the above information, candidates will be short-listed.
- (c) All short-listed candidates will undergo the following processes:
 - Referee reports will be solicited, and this will be done shortly after the short-listing. Candidates will be asked to please advise referees of this process.
 - Candidates will be expected to give a presentation to an audience comprising the selection committee and/or members of the department. This will be followed by a question-and-answer session.
 - Assessment task
 - Panel interview process likely to take place after the presentation and assessment task.
- (d) An employment check (checking of qualifications, checking of research record, checking of past employment record, etc.) is undertaken on final candidate recommended for appointment.

The University reserves the right to check qualifications and the accuracy of any information supplied. Should it become apparent that information provided has been fabricated or deliberately altered, the applicant will forfeit their application.

The Selection Committee reserves the right to confirm your publication and research records and, if necessary, access such documentation. Information so gained may be used to assess your suitability for short-listing.

All applications will be treated in strict confidence. The University may opt to appoint on a fixed-term contract of not less than three-years for both posts. The University reserves the right not to proceed with the filling of these posts. An application in itself does not entitle the applicant to an interview. Please apply online by accessing the Rhodes University Website.

If you have any further queries about the selection process, please do not hesitate to contact the HR Division at jobs-red@ru.ac.za or 046 603 8616.

Our best wishes to you in your application.

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